



## FEBRUARY 2016 MONTHLY DASHBOARD

### Seattle Labor Standards

- Paid Sick and Safe Time (PSST) 9/1/2012
- Fair Chance Employment (FCE) 11/1/2013
- Wage Theft (WT) 4/1/2015
- *Subset of Wage Theft*
- Minimum Wage Ordinance (MWO) 4/1/2015

#### A. Employer Inquiries

	February 2016	Year to Date	Since Implementation
PSST	71	160	3,355
FCE	2	3	187
WT	63	188	1,193
<i>MWO</i>	46	156	1,074
<b>Total</b>	<b>136</b>	<b>351</b>	<b>4,735</b>

#### B. Employee Inquiries

	February 2016	Year to Date	Since Implementation
PSST	30	70	990
FCE	2	5	95
WT	47	113	382
<i>MWO</i>	27	75	233
<b>Total</b>	<b>79</b>	<b>188</b>	<b>1,467</b>

(continued)

### C. Employee Inquiry Resolution

OLS will report on the resolution of employee inquiries on a monthly and YTD quarterly basis.

February 2016	
<b>PSST</b>	<b>30</b>
Investigation	1
Info Provided	8
Referral	0
Insufficient Info	3
No Jurisdiction	1
Open	17
<b>FCE</b>	<b>2</b>
Investigation	0
Info Provided	1
Referral	0
Insufficient Info	0
No Jurisdiction	0
Open	1
<b>WT</b>	<b>47</b>
Investigation	2
Info Provided	11
Referral	2
Insufficient Info	5
No Jurisdiction	2
Open	25
<b>MWO</b>	<b>27</b>
<i>Investigation</i>	<i>2</i>
<i>Info Provided</i>	<i>10</i>
<i>Referral</i>	<i>1</i>
<i>Insufficient Info</i>	<i>3</i>
<i>No Jurisdiction</i>	<i>1</i>
<i>Open</i>	<i>10</i>
<b>Total</b>	<b>79</b>
Investigation	3
Info Provided	20
Referral	2
Insufficient Info	8
No Jurisdiction	3
Open	43

**D. Investigations – NEW**

	February 2016	Year to Date	Since Implementation
<b>PSST</b>	15	18	156
<b>FCE</b>	0	0	63
<b>WT</b>	14	18	90
<b>MWO</b>	10	13	75
<b>Total</b>	<b>29</b>	<b>36</b>	<b>309</b>

**E. Investigations – CLOSED**

Closures do not include Advisory Letters that were used for initial enforcement of PSST and FCE. When SOCR discontinued this method in January 2015, the office had resolved 200 PSST and 13 FCE Advisory Letters with monetary resolution of \$645.96; this amount is reflected in Section H, Monetary Remedies.

	February 2016	Year to Date	Since Implementation
<b>PSST</b>	<b>5</b>	<b>10</b>	<b>98</b>
Dismissal	1	1	13
Settlement	4	8	53
No Violation	0	0	19
Violation	0	1	13
<b>FCE</b>	<b>0</b>	<b>4</b>	<b>60</b>
Dismissal	0	0	5
Settlement	0	2	40
No Violation	0	0	6
Violation	0	2	9
<b>WT</b>	<b>7</b>	<b>10</b>	<b>25</b>
Dismissal	1	1	3
Settlement	6	9	17
No Violation	0	0	1
Violation	0	0	4
<b>MWO</b>	<b>6</b>	<b>9</b>	<b>23</b>
Dismissal	0	0	1
Settlement	6	9	17
No Violation	0	0	1
Violation	0	0	4
<b>Total</b>	<b>12</b>	<b>24</b>	<b>183</b>

**F. Investigations – OPEN**

	Currently (as of February 29, 2016)
<b>PSST</b>	58
<b>FCE</b>	3
<b>WT</b>	65
<b>MWO</b>	52
<b>Total</b>	<b>126</b>

#### G. Average # Days to Resolve Investigation

	February 2016	Year to Date	Since Implementation
<b>PSST</b>	176	201	151
<b>FCE</b>	--	108	85
<b>WT</b>	203	200	165
<b>MWO</b>	221	212	173
<b>Total</b>	<b>192</b>	<b>185</b>	<b>131</b>

#### H. Monetary Remedies

Penalties for the first year of MWO enforcement are limited to egregious violations (e.g. retaliation). Collections of unpaid final orders (\$150,906.45) have been referred to the City Legal Department. A significant portion of the unpaid final orders (\$140,947.28) is due from employer that filed for bankruptcy.

	February 2016	Year to Date	Since Implementation
<b>PSST</b>	<b>\$998.13</b>	<b>\$4,499.40</b>	<b>\$51,067.50</b>
\$ Employee Remedy	\$998.13	\$4,499.40	\$50,067.50
Civil Penalties	\$0	\$0	\$1,000
% Collected of Amount Assessed	100%	100%	100%
% Collected of Investigations	100% (1 of 1)	100% (4 of 4)	100% (33 of 33)
<b>FCE</b>	<b>\$0</b>	<b>\$0</b>	<b>\$19,250</b>
\$ Employee Remedy	\$0	\$0	\$18,500
Civil Penalties	\$0	\$0	\$750
% Collected of Amount Assessed	-	-	100%
% Collected of Investigations	-	-	100% (3 of 3)
<b>WT</b>	<b>\$3,975.51</b>	<b>\$7,448.34</b>	<b>\$172,015.40</b>
\$ Employee Remedy	\$3,975.51	\$7,448.34	\$164,415.40
Civil Penalties	\$0	\$0	\$7,600
% Collected of Amount Assessed	100%	100%	12.27%
% Collected of Investigations	100% (5 of 5)	100% (7 of 7)	76.47% (13 of 17)
<b>MWO</b>	<b>\$3,975.51</b>	<b>\$7,448.34</b>	<b>\$172,015.40</b>
\$ Employee Remedy	\$3,975.51	\$7,448.34	\$164,415.40
Civil Penalties	\$0	\$0	\$7,600
% Collected of Amount Assessed	100%	100%	12.27%
% Collected of Investigations	100% (5 of 5)	100% (7 of 7)	76.47% (13 of 17)
<b>Total</b>	<b>\$4,973.64</b>	<b>\$11,947.74</b>	<b>\$242,332.90</b>

\$ Employee Remedy	\$4,973.64	\$11,947.74	\$232,982.90
Civil Penalties	\$0	\$0	\$9,350
% Collected of Amount Assessed	100%	100%	37.73%
% Collected of Investigations	100% (6 of 6)	100% (11 of 11)	92.45% (49 of 53)

#### I. Number of Employees Receiving Monetary Remedies

	February 2016	Year to Date	Since Implementation
PSST	1	8	99
FCE	0	0	2
WT	70	95	242
<i>MWO</i>	70	95	242
<b>Total</b>	<b>71</b>	<b>103</b>	<b>343</b>

#### J. Compliance Reviews - NEW

Compliance reviews monitor an employer's labor standards compliance after a settlement/final order.

	February 2016	Year to Date	Since Implementation
PSST	2	5	19
FCE	6	8	18
WT	0	0	1
<i>MWO</i>	0	0	1
<b>Total</b>	<b>8</b>	<b>13</b>	<b>38</b>

#### K. Compliance Reviews – Closed

	February 2016	Year to Date	Since Implementation
PSST	0	1	7
FCE	3	6	13
WT	0	0	0
<i>MWO</i>	0	0	0
<b>Total</b>	<b>3</b>	<b>7</b>	<b>20</b>

#### L. Compliance Reviews – OPEN

	February 2016
PSST	12
FCE	5
WT	1
<i>MWO</i>	1
<b>Total</b>	<b>18</b>